

**CITY OF ASHEVILLE, NORTH CAROLINA
CLASS SPECIFICATION**

**TURF SPECIALIST
PARKS AND RECREATION DEPARTMENT**

GENERAL STATEMENT OF DUTIES

Performs difficult technical and responsible work overseeing the design and maintenance of turf areas located within City parks. Employee reports to the Assistant Superintendent of Park.

DISTINGUISHING FEATURES OF THE CLASS

An employee in this class is responsible for planning, directing, coordinating and maintaining the turf areas of the City. Assignments vary within the parameters of horticulture, aboriculture, landscaping and pest and weed control. A variety of source documents must be applied. Guidelines are available, but must be researched and evaluated for effective application. Independent judgment and initiative must be exercised in providing input for long- and short-range plans for turf maintenance and weed control. Tact and courtesy are required in frequent dealings with subordinates, divisional and departmental supervisors, service representatives and customers. Work is performed with considerable independence with broad objectives established as guidelines. Work is performed under general supervision.

ILLUSTRATIVE EXAMPLES OF WORK

ESSENTIAL JOB FUNCTIONS

Performs regular maintenance of turf areas located within City parks, including, but not limited to, trimming, fertilizing, pest and weed control, and mowing.

Formulates and implements turf work maintenance schedules in accordance with prescribed standards.

Makes recommendations for the purchase and ordering of turf materials and supplies.

Trains and supervises assigned personnel.

Coordinates turf/landscape improvements.

Oversees irrigation functions and system repairs when necessary.

Applies pesticides and fertilizers.

Assists with repairs and preventive maintenance.

Operates machinery when required.

Assists laborers in general grounds maintenance.

Calculates project cost estimates.

Operates a car/truck to transport equipment and supplies to and from the work site.

TURF SPECIALIST

Maintains up-to-date knowledge of the current literature, trends, and developments in the field.

ADDITIONAL JOB FUNCTIONS

Performs related work as required.

KNOWLEDGE, SKILLS AND ABILITIES

Thorough knowledge of garden and grounds management principles.

Thorough knowledge of plant materials and turfgrass selections.

Thorough knowledge of fertilizer applications, pruning, mulches, trees and shrubs, herbicides and other materials used.

Considerable knowledge of the characteristics and proper use of various fertilizers and chemicals used in grounds maintenance.

Considerable knowledge of irrigation systems and grounds maintenance equipment.

Knowledge of all equipment and specialized tools used in landscaping.

Ability to plan and implement landscape designs for undeveloped areas.

Ability to assign, supervise and review work of assigned personnel.

Ability to establish, and maintain effective working relationships with assigned personnel, other departments, and the general public.

Ability to organize, direct and follow-up on assignments.

Ability to communicate effectively in oral and written form.

MINIMUM EXPERIENCE AND TRAINING

Associate's degree in turf management, horticulture, or a related field; and 2 years of related experience; and/or any equivalent combination of training and experience required to perform the essential position functions.

SPECIAL REQUIREMENTS

Possession of a valid Pesticides Applicator license issued by the State of North Carolina; and possession of a valid driver's license issued by the State of North Carolina.

COMPETENCIES

Technical Competency: Ability to use the tools and concepts of the specialty area in which the employee works. Includes using appropriate processes, procedures, resources, and work or professional standards.

Interpersonal Competency: Ability to work with people, develop and maintain work relationships, communicate, manage conflict, and perform as an effective team member.

TURF SPECIALIST

Intellectual Competency: Ability to think, learn and process information. Ability to solve problems and gather necessary information. Includes having math and reading skills appropriate to job level.

Customer Service: Ability to identify customers, determine the valid needs of a situation and provide service or service recovery in a manner that satisfies the customer.

Physical Skills: Ability to perform required jobs with adequate strength, dexterity, coordination and visual acuity (with reasonable accommodation[s] if needed) and in a manner that does not pose a direct threat to the health or safety of the employee or others in the workplace.

August 31, 1999
Pay Grade 11
Non-Exempt